

**Title:** Constitution for Collaboration

**Date:** November 15, 1992

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**Category:** Trust Histories

M E M O R A N D U M

TO: Tom Beaver  
Janis Claflin  
Bruce Fetzer  
Mike Gergely  
Bob Jahn  
Lou Leeburg  
Jeremy Waletzky  
Judy Whitson

FROM: Rob Lehman

SUBJECT: Constitution for Collaboration

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During the last days of John's life, he discussed his desire to prepare a statement describing how the organizations he had created would work together. He referred to this statement as a "constitution." He died before he could begin such a document. The attached draft is my attempt to fill that void.

The statement tries to attend to the principal areas of the relationship between the Institute and the Trust. The guiding principles, as most of you will recognize, have been taken from the Manual for Teachers. This was one of John's favorite parts of the Course in Miracles.

/kmc

Attachment

A

CONSTITUTION FOR COLLABORATION

BETWEEN

JOHN E. FETZER INSTITUTE    AND    JOHN E. FETZER MEMORIAL TRUST FUND

PREAMBLE

We, the Trustees of the John E. Fetzer Institute and of the Fetzer Memorial Trust, in the spirit of unconditional love and freedom, resolve to commit each institution to a relationship of collaboration for the common purpose of advancing the vision of John E. Fetzer.

Collaboration draws its lifeblood from the spiritual environment created through the relationships of its participants. Advancing John Fetzer's vision begins with the living of that vision in relationship to one another.

The guiding principle, therefore, shall be to establish a collaborative relationship among the Trustees which is characterized by (1) trust, (2) honesty, (3) tolerance, (4) gentleness, (5) joy, (6) defenselessness, (7) generosity, (8) patience, (9) faithfulness, and (10) open-mindedness.

## ARTICLE I.

We recognize the priority of certain spiritual qualities in our relationships with one another. Among these are --

- (1) Trust: Cultivating the trust, upon which all our work together must be founded.
- (2) Honesty: Striving for consistency among thought, word and deed; thereby, minimizing self-deception and its resulting conflict.
- (3) Tolerance: Suspending judgment that "destroys honesty and shatters trust."
- (4) Gentleness: Avoiding harm and discovering strength through gentle acts.
- (5) Joy: Being in gratitude and celebrating our work together.
- (6) Defenselessness: Helping each other to cast off defenses; discovering peace through defenselessness.
- (7) Generosity: Possessing nothing that cannot be given away.
- (8) Patience: Waiting without fear and anxiety, trusting in the order of things.
- (9) Faithfulness: Surrendering to God all distrust, dishonesty, intolerance, harmfulness, scarcity, defensiveness, possessiveness and fear.
- (10) Open-mindedness: Standing in awe and wonder of the transcendent mystery of our calling.

## ARTICLE II.

We recognize certain principles of collaboration. Among these are --

(1) Each board of trustees affirms the right of the other to exist and to define its legitimate purposes within the scope of its charter.

(2) Each board of trustees, will conduct its activities in an open manner, and will invite each other to attend (non-executive session) meetings and distribute the minutes of meetings to each other.

(3) The boards of trustees will meet jointly at least once a year in dialogue about the current and long-term plans of the Institute, and how the Trust fits within these plans.

(4) The trustees of the Trust are extended an open invitation to attend Institute program activities in order to facilitate knowledge and understanding of the Institute.

(5) The trustees of the Institute are extended an open invitation to attend periodic meetings of the trustees of the Trust to discuss the meaning of freedom of spirit.

(6) The trustees of the Trust expressly state their commitment to the following:

(a) That the Institute is the sole beneficiary of the Trust, except as specifically provided in the Revocable Trust.

ARTICLE II. continued

(b) That the Trust will not unilaterally impose restrictions, other than those of a fiduciary character, on the use of funds distributed by it to the Institute.

(c) That the Trust will not engage directly with others in program activities without the consent of the Institute.

(d) That the Trust will not modify any of the foregoing without first affording the Institute an opportunity to be heard.

(7) The trustees of both boards instruct the President of the Institute/Chairman of the Trust to make recommendations to each board on a fair and reasonable structure for future trustee fees.

(8) The trustees of both boards will attempt to resolve all disputes in an open, inclusive, non-adversarial way.

ARTICLE III.

We, the Trustees of the John E. Fetzer Institute and Fetzer Memorial Trust, mutually pledge ourselves to this Constitution and to work together to discern and carry out the intent and vision of John E. Fetzer.

Signers

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Thomas J. Beaver

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Louis G. Leeburg

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Janis A. Claflin

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Robert F. Lehman

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Bruce F. Fetzer

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Jeremy P. Waletzky

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Michael C. Gergely

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Judith Skutch Whitson

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November 15, 1992